



**Search Announcement  
Board of Directors Open Seat  
May 4, 2023**

Noo-Kayet Investments (“NKI”) is the corporate arm of the Port Gamble S’Klallam Tribe (“PGST”). We seek talented, experienced, and positive professionals who are dedicated to the for-profit businesses of the Port Gamble S’Klallam Tribe to apply for consideration to serve on its Board of Directors. Interested applicants should submit their application according to the requirements outlined below.

**Background**

The name “Noo-Kayet” is from the Port Gamble S’Klallam Tribe’s native language, which means “land of the noon day sun.” The mission of NKI is to advance the economic sovereignty of the Port Gamble S’Klallam Tribe. NKI oversees the performance and growth of existing tribal businesses, which include The Point Casino and Hotel, High Point Cannabis, Gliding Eagle and The Point Markets (gas station convenience stores), and Miller Bay Properties. NKI also conducts additional investments and acquisitions pursuant to its Board of Directors’ long-term investment plan. More information is available at <https://noo-kayet.com>. You may learn more information about PGST at [www.pgst.nsn.us](http://www.pgst.nsn.us).

NKI is federally chartered corporation under Section 17 of the Indian Reorganization Act for the purposes of (Article VII):

- Engaging in any type of lawful business, enterprise or venture;
- Providing for the efficient and effective utilization of the resources of the Corporation in a manner which protects the long-term interests of the Tribe;
- To promote the economic development of the Tribe;
- To accomplish the segregation of Tribal governmental assets and liabilities from Tribal business assets and liabilities; and
- To provide a vehicle for the Tribe to accomplish the financing of projects used in the provision of the Tribe of essential government services as further defined in the charter.

The Board of Directors is responsible for the oversight of the Corporation and its holdings using its powers as provided in the Charter. The Board Charter and Bylaws are available by submitting a request via email to the contact listed below.

**Director Responsibilities**

Applicants for this position should read the corporate charter of NKI to understand the basic responsibilities of the board and the powers appointed to it to carry them out. This is a business enterprise, therefore applicants should have experience that would add value to the business operations. Applicants with experience in business financial performance and managing a business, or in for-profit forecasting, business development and sales, strategic planning, talent development, or mergers and acquisitions are some of the professional traits of applicants that, if selected, add value to the NKI family of companies as well as implementation of our Long-Term Investment Plan.



The ideal NKI Board Director candidate has a combination of some or all of the following in their background and must qualify for a Class III gaming license with the Port Gamble S'Klallam Tribal Gaming Agency. Each Board position serves a three-year term.

### **Minimum Qualifications**

The following are minimum requirements that an applicant must meet to be considered for appointment to the NKI Board of Directors.

- Commitment and ability to attend all Board meetings.
- Commitment to read board packets in preparation for each Board meeting.
- Qualify for a Class III gaming license including an extensive background check.
- Must be at least twenty-one (21) years of age.
- Ability to read financial statements, including profit and loss statements and balance sheets.
- Background working in one or more of the following: tribal gaming; hospitality industry; management level experience in a business, bank or financial organization; human resources management; federal contracting; mergers and acquisitions.
- Adhere to policies supporting diversity, equity, and inclusion in the workplace.
- Adhere to other policies of the NKI Board of Directors, including the Board's policy on confidentiality and non-competition.
- Must have a positive, respectful, and professional character that honors NKI and the PGST.
- Must agree to a non-compete and confidentiality statement during board service and afterward.

### **Preferred Experience**

The following preferred experience adds substantial value to the board decisions and NKI success, but is not required to be considered for appointment to the NKI Board of Directors.

- Strong financial oversight experience.
- Experience making investments, investment banking, or conducting mergers and acquisitions.
- Strong business acumen, including finance and operating strategy supporting growth.
- Experience in building customer experience models or digital customer experiences.

**Note:** The NKI Charter indicates that, once an NKI voting Board member, gambling at The Point Casino is strictly forbidden.

### **Time Commitment**

Board members are expected to attend an average of twelve to sixteen in-person meetings every year (exceptions may be granted for regular attendance by Zoom for those residing outside of Washington), with an estimated time commitment of 10-16 hours per month including meeting preparation and attendance. However, this varies depending on the investment activity in place and can include more meetings as necessary, and less as business priorities would dictate. Typical meetings during the course of the year are:



- Regular monthly board meetings
- Special board meetings as needed
- Board retreats and working sessions
- Tribal Council meetings and working sessions

Directors are paid a monthly per meeting stipend, mileage reimbursement, and provided access to paid events/conferences. Additional responsibilities include being available via e-mail and phone when the need arises and reviewing a significant amount of documentation on a regular basis prior to each meeting as needed.

### **Submission Process**

To be considered for appointment to the Board of Directors, applicants must:

1. Meet the minimum requirements listed above.
2. Submit both a letter of intent and a current resumé.
3. Possess the ability to pass a full background check in order to receive proper licensing.

### **Questions and How to Apply**

*Port Gamble S'Klallam Tribal and Community members are encouraged to apply.*

Applicants interested in being considered for a Director position on the NKI Board shall submit any inquiries, and their cover letters and current resumé to:

Susan Crouch – Executive Assistant to the CEO

E-mail: [scrouch@noo-kayet.com](mailto:scrouch@noo-kayet.com)

Phone: 360-297-7461

### **Submission Deadline**

All cover letters and resumé must be received by 5:00 p.m. on Thursday, May 18, 2023.